

SIN 132-41 – Earth Observation Solutions Labor Category Requirements and Descriptions

LABOR CATEGORIES, EDUCATION AND YEARS OF EXPERIENCE

<u>No.</u>	<u>Labor Categories</u>	<u>Education</u>	<u>Years Experience</u>
ANT-023-EOS	JR Systems Engineer	BA/BS	*
ANT-024-EOS	Systems Engineer	BA/BS	3
ANT-026-EOS	SR Systems Engineer	BA/BS	8
ANT-027-EOS	Principal Systems Engineer	BA/BS	10
ANT-028-EOS	SR Principal Systems Engineer	MA/MS	15
ANT-038-EOS	Computer Security Specialist	BA/BS	7
ANT-039-EOS	SR Computer Security Systems Specialist	BA/BS	10
ANT-079-EOS	Network Engineer	BA/BS	2
ANT-081-EOS	SR Network Engineer	MA/MS	8
ANT-082-EOS	Principal Network Engineer	MA/MS	10
ANT-083-EOS	Network Administrator	BA/BS	7
ANT-084-EOS	SR Network Administrator	BA/BS	8
ANT-158 EOS	Imagery Analyst	BA/BS	2
ANT-159 EOS	Imagery Sr. Analyst	BA/BS	5
ANT-160 EOS	Imagery Principal Analyst	BA/BS	8
ANT-161-EOS	Imagery Sr. Principal Analyst	MA/MS	20
ANT-162-EOS	Geospatial Analyst	BA/BS	2
ANT-163-EOS	Geospatial Sr. Analyst	BA/BS	5
ANT-164-EOS	Geospatial Principal Analyst	BA/BS	8
ANT-165-EOS	Geospatial Sr. Principal Analyst	MA/MS	20

* See Labor Category Descriptions for Specialized Training and Minimum Qualifications

Resumes shall be provided to the GSA Contracting Officer or user Agency upon request.

Education/Experience Substitutions

The following presents the allowable substitutions based on education and experience:

Four (4) years' experience (in addition to minimum experience requirements) may be substituted for a Bachelor's degree.

Two (2) years' experience (in addition to minimum experience requirements and Bachelor's degree) may be substituted for a Master's degree.

Two (2) years' experience (in addition to minimum requirements and Master's degree) may be substituted for a Ph.D.

For categories where a Bachelor's degree is required, a Master's degree may be substituted for two (2) years' experience; or a doctoral degree may be substituted for three (3) years' experience.

Successful completion of each course in specialized or emerging technology (Windows 2000/XP, Oracle, Powerbuilder, Web development, internet/intranet security, and XML, etc.) may be substituted for one year of experience.

For the categories of JR Network Engineer, Network Engineer, Staff Network Engineer, and Communications Network Manager, a Certificate in a related technology (certified Network Engineer, for example) may be substituted for the degree requirement.

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ANT-023-EOS JR Systems Engineer

Minimum/General Experience: Requires no experience but requires knowledge of the principles, methods, and techniques used in the engineering, development, maintenance, and application of multiple operating systems; knowledge of or certification in one or more specific applications or processes may be required, depending on job assignment; must have the ability to write, maintain, and modify technical documentation/specifications.

Functional Responsibility: Assists in the design, development, analysis, installation, maintenance, operation and servicing of computer operating/hardware systems within the GEOINT environment; provides customer support; works under direct supervision; does related work as required.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	4 years
AA/AS	2 years
MA/MS	0 years
Doctorate Degree/Ph.D.	0 years

ANT-024-EOS Systems Engineer

Minimum/General Experience: Must have three years' experience of which at least one year must be specialized. Specialized experience includes: analytically solving workflows, organization, and/or planning problems. General experience includes increasing responsibilities in systems engineering.

Functional Responsibility: Designs software tools and subsystems to support software reuse and domain analysis within the GEOINT environment. Interprets software requirements and design specifications to code, and integrates and tests software components.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	7 years
AA/AS	5 years
MA/MS	1 years
Doctorate Degree/Ph.D.	0 years

ANT-026-EOS SR Systems Engineer

Minimum/General Experience: Must have eight years directly related experience in all phases of systems engineering. Also requires advanced knowledge of the principles, methods, and techniques used in all phases of the engineering, application, and development of multiple operating systems; knowledge of or certification in specific applications or processes may be required, depending on job assignment.

Functional Responsibility: Participates in all phases of computer operating/hardware systems engineering within the GEOINT environment, including design, analysis, and modeling at a highly technical level; analyzes complex computer software/hardware requirements to provide integration and implementation support; performs operating/hardware systems engineering, including full life cycle design and development; analyzes and documents users' functional and data requirements; develops site survey instruments to gather detailed user requirements and business process analysis data; conducts functional user interviews to document functional, system, customization, and data requirements and data sources; formulates system concepts and architecture, specifies requirements, and develops implementation approaches; determines data requirements for internal processes and external interfaces; develops new systems or tailors commercial products to meet user requirements; directs and coordinates all activities necessary to complete a major engineering project or several small projects to specification and on schedule; may serve as task or project lead, exercising leadership in either a technical role training other hardware engineers and implementing and enforcing established standards and technologies, or in a project coordination role leading tasks and assuming responsibility for the design, development, test and delivery of a software system or application

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	12 years
AA/AS	10 years
MA/MS	6 years
Doctorate Degree/Ph.D.	5 years

ANT-027-EOS Principal Systems Engineer

Minimum/General Experience: Must have ten years directly related experience in all phases of systems engineering. Requires advanced knowledge of the principles, methods, and techniques used in all phases of the engineering, application, and development of multiple operating systems; knowledge of or certification in specific applications or processes may be required, depending on job assignment.

Functional Responsibility: Establishes state-of-the-art techniques within the GEOINT environment for designing, developing, modifying and troubleshooting highly complex computer operating/hardware system; may work independently on projects requiring advanced, concentrated and diversified knowledge regarding engineering principles in broad assignment areas or may serve as project lead with supervisory responsibilities. Designs operating/hardware systems; formulates system concepts and architecture, specifies requirements, and develops implementation approaches; identifies and directs resolution of complex hardware/software interface issues within the GEOINT environment; subject matter expert on emerging technologies; directs the development of systems specifications and technical documentation; may serve as project lead, either working independently in a technical role in field of specialization, or in providing work leadership with management or supervisory responsibility for the group;

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	14 years
AA/AS	12 years
MA/MS	8 years
Doctorate Degree/Ph.D.	7 years

ANT-028 - EOS SR Principal Systems Engineer

Minimum/General Experience: Must have fifteen years directly related experience in all phases of systems engineering. Also requires advanced knowledge of the principles, methods, and techniques used in all phases of the engineering, application, and development of multiple operating systems; knowledge of or certification in specific applications or processes may be required, depending on job assignment.

Functional Responsibility: Works at the highest systems level to provide expert advice and counsel within the GEOINT environment to assigned functional/user area managers and project teams for systems of the most complex nature, often crossing functional lines. Designs major computer systems; coordinates work on subsystems; oversees the integration of new applications with established systems and files; confers with assigned systems

users and evaluates utilization to identify requirements modifications which will facilitate integration, increase efficiency and/or reduce costs; investigates new procedures, equipment and operating systems to determine their usefulness and applicability to operations; assists systems management in developing systems analysis standards and provides consultative direction to applications programmers, systems software engineers, computer center operations and user personnel in the planning and scheduling of systems projects which cross functional lines or are of the most complex nature.

Minimum Education: MA/MS

Approved Substitutions	
Education	Experience
HS	21 years
AA/AS	19 years
BA/BS	17 years
Doctorate Degree/Ph.D.	14 years

ANT-038 - EOS Computer Security Specialist

Minimum/General Experience: Must have a minimum of seven years' experience, of which at least five years must be information security/Information Assurance (IA) experience. Must have experience in security administration, evaluation of security/Information Assurance product capabilities, assessment and policy development. Must have a solid understanding of federal information security/assurance policies, standards and regulations.

Functional Responsibility: Gathers and organizes technical information within the GEOINT environment about an organization's mission goals and needs, IT infrastructure and existing security/IA products. Assists in developing security/IA policies, procedures and standards. Responsibilities will include working with the customer to minimize risks and assess and secure networks.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	11 years
AA/AS	9 years
MA/MS	5 years
Doctorate Degree/Ph.D.	4 years

ANT-039-EOS SR Computer Security Specialist

Minimum/General Experience: Must have a minimum of ten years' experience, of which at least eight must be information security/Information Assurance (IA) experience. Must have experience in

security administration, evaluation of security/Information Assurance product capabilities, assessment and policy development. Must have a solid understanding of federal information security/assurance policies, standards and regulations.

Functional Responsibility: Gathers and organizes technical information within the GEOINT environment about an organization's mission goals and needs, IT infrastructure, and existing security/IA products. Assists in developing security/IA policies, procedures, and standards. Responsibilities will include working with the customer to minimize risks and assess and secure networks. Evaluates and recommends security products for various platforms and initiatives. May act as a project leader and provide technical leadership and guidance.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	14 years
AA/AS	12 years
MA/MS	8 years
Doctorate Degree/Ph.D.	7 years

ANT-079- EOS Network Engineer

Minimum/General Experience: Must have at least two 2 years' related network design/administration experience. Also requires knowledge of the principles, methods, and techniques used in network administration and engineering plus knowledge of and ability to use relevant hardware, software and other equipment. Certification in specific applications may be required, depending on job assignment

Functional Responsibility: Analyzes local and wide area network systems within the GEOINT environment, including planning, designing, evaluating, selecting, and upgrading operating systems and protocol suites and configuring communication media with concentrators, bridges, and other devices; resolves interoperability problems to obtain operations across all platforms including email, file transfer, multimedia, teleconferencing, and the like; configures systems to user requirements; supports the acquisition of hardware and software as well as subcontractor services as needed; performs various tests and documents results; administers and maintains local and wide area networks; provides technical support and troubleshooting to users; plans network layout design; may administer network security.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience

HS	6 years
AA/AS	4 years
HS/ AS + Certificate in related technology	2 years
MA/MS	0 years
Doctorate Degree/Ph.D.	0 years

ANT-081-EOS SR Network Engineer

Minimum/General Experience: Must have at least eight years' related network design/administration experience. Also must have advanced knowledge of the principles, methods, and techniques used in network administration and engineering plus advanced knowledge of and ability to use relevant hardware, software and other equipment is required.

Functional Responsibility: Analyzes local and wide area network systems within the GEOINT environment, including planning, designing, evaluating, selecting, and upgrading operating systems and protocol suites and configuring communication media with concentrators, bridges, and other devices; resolves interoperability problems to obtain operations across all platforms including email, file transfer, multimedia, teleconferencing, and the like; configures systems to user requirements; supports the acquisition of hardware and software as well as subcontractor services as needed; performs various tests and documents results; administers and maintains local and wide area networks; provides technical support and troubleshooting to users; plans network layout design; may administer network security; may perform database administration; may supervise and direct the work of lower level personnel; may serve as technical team or task lead.

Minimum Education: MA/MS

Approved Substitutions	
Education	Experience
HS	14 years
AA/AS	12 years
BA/BS	10 years
Doctorate Degree/Ph.D.	7 years

ANT-082 - EOS Principal Network Engineer

Minimum/General Experience: Must have at least ten years' related network design/administration experience. Expert knowledge of the principles, methods, and techniques used in network administration and engineering plus expert knowledge of and ability to use relevant hardware, software and other equipment is required.

Functional Responsibility: Provides expert level analysis of local and wide area network systems within the GEOINT environment, including planning, designing, evaluating, selecting, and upgrading operating systems and protocol suites and configuring communication media with concentrators, bridges, and other devices; resolves interoperability problems to obtain operations across all platforms including email, file transfer, multimedia, teleconferencing, and the like; configures systems to user requirements; supports the acquisition of hardware and software as well as subcontractor services as needed; directs various testing and the documentation of results; plans network layout design; may administer network security; may perform database administration; may supervise and direct the work of lower level personnel; serves as technical team or task lead.

Minimum Education: MA/MS

Approved Substitutions	
Education	Experience
HS	16 years
AA/AS	14 years
BA/BS	12 years
Doctorate Degree/Ph.D.	9 years

ANT-083-EOS Network Administrator

Minimum/General Experience: Requires at least seven years' experience. Also requires knowledge of the principles, methods, and techniques used in network troubleshooting and support as well as knowledge of operating systems and applications and network management. Must have working knowledge of current technologies and products for Web services and security.

Functional Responsibility: Supports, installs, maintains, troubleshoots, and coordinates the usage of local and wide area networks (LAN and WAN) within the GEOINT environment, electronic mail, telecommunications, and PC based systems and related software; evaluates hardware and software, including peripheral, output, and telecommunications equipment; sets up and administers security procedures; troubleshoots problems; recommends and implements LAN policies and procedures and ensures adherence to security procedures; trains users on LAN operations and procedures.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	11 years
AA/AS	9 years
MA/MS	5 years
Doctorate Degree/Ph.D.	4 years

ANT-084-EOS SR Network Administrator

Minimum/General Experience: Requires eight years of experience and knowledge of the principles, methods, and techniques used in network troubleshooting and support, operating systems and applications and network management. Must have working knowledge of current technologies and products for Web services and security.

Functional Responsibility: Responsible for the planning, design, acquisition, installation, and maintenance of LAN and WAN within the GEOINT environment, electronic mail, telecommunications, and PC based systems and related software; evaluates hardware and software, including peripheral, output, and telecommunications equipment; sets up and administers security procedures; troubleshoots problems; establishes and implements LAN policies and their conformance; coordinates activities of LAN support personnel, providing guidance on common networking issues; assesses vendor products; manages network performance, troubleshoots problems, and maintains network security.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	12 years
AA/AS	10 years
MA/MS	6 years
Doctorate Degree/Ph.D.	5 years

ANT—158-EOS Imagery Analyst

Minimum/General Experience: Requires at least 2 years of related experience supporting statistics/data analysis and programming in data analytical language. Knowledge of the principles, methods, and techniques used in statistical analysis. Knowledge of the principles, methods, and techniques used in database management. Ability to prepare and present technical research specific certifications or military education/training may be required, depending on job assignment.

Functional Responsibility: Provides analysis and research for national security, infrastructure, technology, country, geographic area, biographic and targeted vulnerability. Prepares assessments of current threats and trends based on the sophisticated collection, research and analysis of classified and open source information within Earth Observation Services. Assists with development of analytical procedures to meet changing requirements and ensure maximum operational success. Collects data using a combination of standard intelligence methods and business processes. Performs data collection, analysis, interpretation, and management duties. Prepares presentations that reflect the results of the

data analysis. Works with scientists and other technical experts to design and develop statistical analyses methodologies. Maintains current knowledge of relevant technologies and subject areas. Participates in special projects as required.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	6 years
AA/AS	4 years
MA/MS	0 years
Doctorate Degree/Ph.D.	0 years

ANT- 159-EOS Imagery Sr. Analyst

Minimum/General Experience: 5 years of related experience supporting statistics/data analysis and programming in data analytical language. Comprehensive knowledge of the principles, methods, and techniques used in statistical analysis. Comprehensive knowledge of the principles, methods, and techniques used in database management. Experience preparing and presenting technical research specific certifications or military education/training may be required, depending on job assignment.

Functional Responsibilities: Provides analysis and research for national security, infrastructure, technology, country, geographic area, biographic and targeted vulnerability. Prepares assessments of current threats and trends based on the sophisticated collection, research and analysis of classified and open source information. Develops and maintains analytical procedures to meet changing requirements and ensure maximum operational success within Earth Observation Services. Collects data using a combination of standard intelligence methods and business processes. Performs and manages data collection, analysis, interpretation, and management duties. Prepares presentations that reflect the results of the data analysis. Provides data-related training to staff. Coordinates with scientists and other technical experts to design and develop statistical analyses methodologies. May provide guidance and work leadership to less-experienced staff. Maintains current knowledge of relevant technologies and subject areas. Participates in special projects as required.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience

HS	9 years
AA/AS	7 years
MA/MS	3 years
Doctorate Degree/Ph.D.	2 years

ANT-160-EOS Imagery Principal Analyst

Minimum/General Experience: 8 years of related experience supporting statistics/data analysis and programming in data analytical language. Provides and manages analysis and research for national security, infrastructure, technology, country, geographic area, biographic and targeted vulnerability. Advanced knowledge of the principles, methods, and techniques used in statistical analysis. Advanced knowledge of the principles, methods, and techniques used in database management within Earth Observation Services Experience preparing and presenting technical research specific certifications or military education/training may be required, depending on job assignment.

Functional Responsibilities: Prepares and reviews assessments of current threats and trends based on the sophisticated collection, research and analysis of classified and open source information. Develops, supervises, and maintains analytical procedures to meet changing requirements and ensure maximum operational success. Oversees the collection of data using a combination of standard intelligence methods and business processes. Manages data collection, analysis, interpretation, and management duties. Delivers presentations that reflect the results of the data analysis. Develops and provides data-related training to staff. Coordinates with scientists and other technical experts to design and develop statistical analyses methodologies. Provides guidance and work leadership to less-experienced staff. Maintains current knowledge of relevant technologies and subject areas. Participates in special projects as required.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	12 years
AA/AS	10 years
MA/MS	6 years
Doctorate Degree/Ph.D.	5 years

ANT-161-EOS Imagery Sr. Principal Analyst

Minimum/General Experience: Minimum of 20 years of related GEOINT experience with Service or National Agency requirements. Plans and executes broad imagery exploitation requirements. Provides remotely sensed imagery analysis and research for national security, infrastructure, technology, country, geographic area, and targeted vulnerability. Understands and can exploit GEOINT data from active sensors such as synthetic aperture RADAR (SAR) and light detection and ranging (LIDAR). Masters' Degree in Geospatial Sciences, Intelligence, Geography or the equivalent and 10 years' experience processing and exploiting remotely sensed imagery. Expert knowledge of the principles, methods, and techniques used in statistical analysis within Earth Observation Services. Advanced knowledge of the principles, methods, and techniques used in database management. Expert experience preparing and presenting technical research specific certifications or military education/training may be required, depending on job assignment.

Functional Responsibilities: Conducts Multi-INT research, populates intelligence databases, and produces written, graphic, and oral intelligence products. Prepares expert assessments of current threats and trends based on sophisticated GEOINT collection, research, and analysis of classified and unclassified imagery. Understands the DOD and Intelligence Community (IC) reporting and classification standards. Develops and maintains remotely sensed imagery analytical procedures to meet changing requirements and ensure maximum operational success. Builds expert level Advanced Geospatial Intelligence (AGI) collection requirements to answer intelligence requirements. Performs and manages data collection, analysis, interpretation, and management duties. Provides GEOINT related training to staff. Coordinates with physical and imagery scientists and other technical experts to design and develop statistical analyses. May provide guidance and work leadership to less-experienced staff. Maintains current knowledge of relevant technologies and subject areas. Participates in special projects as required.

Minimum Education: MA/MS

Approved Substitutions	
Education	Experience
HS	26 years
AA/AS	24 years
BA/BS	22 years

Doctorate Degree/Ph.D.	19 years
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ANT-162-EOS Geospatial Analyst

Minimum/General Experience: At least 2 years of related experience supporting statistics/data analysis and programming in data analytical language. Knowledge of the principles, methods, and techniques used in statistical analysis within Earth Observation Services. Knowledge of the principles, methods, and techniques used in database management. Ability to prepare and present technical research. Specific certifications or military education/training may be required, depending on job assignment.

Functional Responsibilities: Provides analysis and research for national security, infrastructure, technology, country, geographic area, biographic and targeted vulnerability. Prepares assessments of current threats and trends based on the sophisticated collection, research and analysis of classified and open source information. Assists with development of analytical procedures to meet changing requirements and ensure maximum operational success. Collects data using a combination of standard intelligence methods and business processes. Collects data using a combination of standard intelligence methods and business processes. Performs data collection, analysis, interpretation, and management duties. Prepares presentations that reflect the results of the data analysis. Works with scientists and other technical experts to design and develop statistical analyses methodologies. Maintains current knowledge of relevant technologies and subject areas. Participates in special projects as required.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	6 years
AA/AS	4 years
MA/MS	0 years
Doctorate Degree/Ph.D.	0 years

ANT-163-EOS Geospatial Sr. Analyst

Minimum/General Experience: 5 years of related experience supporting statistics/data analysis and programming in data analytical language. Comprehensive knowledge of the principles, methods, and techniques used in statistical analysis within Earth Observation Services. Comprehensive knowledge of the principles, methods, and techniques

used in database management. Experience preparing and presenting technical research. Specific certifications or military education/training may be required, depending on job assignment.

Functional Responsibilities: Provides analysis and research for national security, infrastructure, technology, country, geographic area, biographic and targeted vulnerability. Prepares assessments of current threats and trends based on the sophisticated collection, research and analysis of classified and open source information. Develops and maintains analytical procedures to meet changing requirements and ensure maximum operational success. Collects data using a combination of standard intelligence methods and business processes. Performs and manages data collection, analysis, interpretation, and management duties. Prepares presentations that reflect the results of the data analysis. Provides data-related training to staff. Coordinates with scientists and other technical experts to design and develop statistical analyses methodologies. May provide guidance and work leadership to less-experienced staff. Maintains current knowledge of relevant technologies and subject areas. Participates in special projects as required.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	9 years
AA/AS	7 years
MA/MS	3 years
Doctorate Degree/Ph.D.	2 years

ANT-164-EOS Principal Geospatial Analyst

Minimum/General Experience: Requires 8 years of related experience supporting statistics/data analysis and programming in data analytical language.

Functional Responsibility: Provides analysis and manages research methods for national security, infrastructure, technology, country, geographic area, biographic and targeted vulnerability within the GEOINT environment. Prepares and reviews assessments of current threats and trends based on the sophisticated collection, research and analysis of classified and open source information. Develops and maintain rules and methodologies for analytical procedures to meet changing requirements and ensure maximum operational success. Oversees the collection of data using a combination of standard intelligence methods and business processes. Performs data collection, analysis, interpretation and management duties; delivers presentations that reflect the results of the data analysis and provides data-

related training to staff. Coordinates with scientists and other technical experts to design and develop statistical analyses methodologies. Provides guidance and work leadership to less-experienced staff. Maintains current knowledge of relevant technologies and subject areas. Participates in special projects as required.

Minimum Education: BA/BS

Approved Substitutions	
Education	Experience
HS	12 years
AA/AS	10 years
MA/MS	6 years
Doctorate Degree/Ph.D.	5 years

ANT-165-EOS Geospatial Sr. Principal Analyst

Minimum/General Experience: Minimum of 20 years of related GEOINT experience with Service or National Agency requirements. Expert knowledge of the principles, methods, and techniques used in statistical analysis within Earth Observation Services. Expert knowledge of the principles, methods, and techniques used in database management. Experience preparing and presenting technical research. Specific certifications or military education/training may be required, depending on job assignment.

Functional Responsibilities: Provides analysis and research for national security, infrastructure, technology, country, geographic area, biographic and targeted vulnerability. Delivers assessments of current threats and trends based on the sophisticated collection, research and analysis of classified and open source information. Develops and supervises analytical procedures to meet changing requirements and ensure maximum operational success. Supervises collection of data using a combination of standard intelligence methods and business processes. Performs data collection, analysis, interpretation and management duties. Delivers presentations and maintains digital Geospatial Services that reflect the results of the data analysis. Understands the DOD and Intelligence Community (IC) reporting and classification standards. Develops and maintains remotely sensed imagery analytical procedures to meet changing requirements and ensure maximum operational success. Develops and provides data-related training to staff. Coordinates with scientists and other technical experts to design and develop statistical analyses methodologies. Provides guidance and work leadership to less-experienced staff. Maintains current knowledge of relevant technologies and subject areas of staff. Participates in special projects as required.

Minimum Education: MA/MS

11-14-19

Approved Substitutions	
Education	Experience
HS	26 years
AA/AS	24 years
BA/BS	22 years
Doctorate Degree/Ph.D.	19 years